

# New Image Associates People Talent™ Suite of Services

## Attracting, Retaining and Developing Talented People

Pre-Hire

Post Hire

1

### Orion Systems Opinion Surveys

#### FOCUS:

Many post hiring issues like shrinkage, absenteeism, poor customer service, and accidents can be identified in advance thru a survey of candidate attitudes.

#### BENEFITS:

- Lower turnover
- Reduce training costs
- Improve customer service

2

### Benchmarking & Job Modeling

#### FOCUS:

If the job could talk, what would it say re top performance in the position?

What hard skills and people skills are necessary for superior performance?

#### BENEFITS:

- Higher job standards
- Objective measurement
- Avoid “miscasting” top talent

3

### Recognizing Talent: Behavioral & Motivation Screening

#### FOCUS:

Learn the keys to managing and motivating top talent, both new or existing associates.

#### BENEFITS:

- Learn what’s “under the hood” of your new talent
- Identify the unique reward motivators that will get this person out of the chair.

4

### Retaining Talent: Personal Talent Matching

#### FOCUS:

Identify the key strengths for associates to grow to the next level in current or new positions.

#### BENEFITS:

- Fine-tune your Performance Appraisal system
- Prepare individuals for new challenges and opportunities based on their strengths

5

### Re-juicing Talent: Professional Development & Coaching

#### FOCUS:

Increase individual team effectiveness after corporate restructuring. Focus on achieving the major purposes of the reorganization.

#### BENEFITS:

- Help your organization heal and refocus after a significant change
- Increase individual and team performance

Continually Improve Individual and Team Performance